

Career Services Committee Meeting

January 28, 2026

2pm

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Meeting ID: 234 439 669 643 63

Passcode: gH9Hk3Fa

Agenda

Welcome &
Introductions

Public Comment

Meeting Minutes

Strategic Plan
2nd Quarter

Funding & Training
Discussion

Priority & Poverty
Considerations

Open Form

Adjournment

- I. Call to Order**
- II. Welcome & Introductions**
- III. Public Comment**
- IV. Approve October 22, 2025, Meeting Minutes**
- V. Strategic Plan 2nd Quarter**
- VI. Funding & Training Discussion**
- VII. Priority of Service & Poverty Level Considerations**
- VIII. Open Discussion**
- IX. Adjournment**

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Welcome & Introductions...

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Public Comment...

CareerSource Southwest Florida
Career Services Committee
Meeting
October 22, 2025
2pm

Members Present

Keitha Daniels-Chair
Cynthia Gulsby

Members Absent

Drummond Camel
Bill Diamond
Jennifer Thayer

Staff Present

Thais Kuoman
Lyntoria Thomas

I. CALL TO ORDER-WELCOME AND INTRODUCTION S

The meeting was called to order by Chair Keitha Daniels at 2:04 p.m. Lyntoria Thomas confirmed quorum was met.

II. PUBLIC COMMENT- None

III. APPROVAL OF JUNE 11, 2025 MEETING MINUTES

Cynthia Gulsby made a motion to approve the July 23, 2025 meeting minutes; Keitha Daniels seconded; the motion was unanimously approved.

IV. STRATEGIC PLAN 2025-2026 1ST QUARTER

The committee discussed in detail the baseline numbers of objectives one and two of the strategic plan for the first quarter of the program year.

V. CENTER EVENTS

Thais Kuoman gave an overview of the Second Chance Career Fair held on September 3 & 4, 20225 at the CareerSource Southwest Florida Center in Naples, Florida. Thais explained there was an employability workshop held on the first day of the event to help prepare the jobseekers. The second day employers came and did mock interviews with the jobseekers. It was a great event that resulted in a couple of hires!

UPCOMING MEETINGS

- January 28, 2026 at 2pm
- April 22, 2026 at 2pm

VI. OPEN FORUM

The next meeting will be held in the Naples Center.
Plan to host a meeting in each of the centers except for the Monroe County Centers

VII. ADJOURNMENT- The meeting adjourned at 2:24pm.

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Strategic Plan Program Year 2025-2026



Objective 1 – Increase awareness of CSSWF’s capabilities, opportunities, and services.

Objective 2 – Engage individuals with barriers.

Objective 3 – Diversify delivery of services for all internal and external stakeholders.





Objective 1
Increase awareness of CSSWF's capabilities, opportunities and services.

PY24-25	PY25-26	Goal	% of Goal Met
139	103	143	72%

C. The number of community organizations who refer individuals to us for employment and training services will increase by 20%.





Objective 2
Engage individuals with barriers

PY24-25	PY25-26	Goal	% of Goal Met
3,605	1,659	4,326	38%

A. Engagement of individuals with barriers to employment will increase by 2%



Objective 2

Engage individuals with barriers

Individuals with Disabilities			
PY24-25	PY25-26	Goal	% of Goal Met
204	144	214	67%
Individuals with Justice Involvement			
PY24-25	PY25-26	Goal	% of Goal Met
430	264	452	58%

B. For program year 25/26, enrollments of individuals with disabilities and ex-offenders will increase by 5%.

Workforce Pell and WIOA Funding

What Is Workforce Pell?

- Workforce Pell goes into effect July 1, 2026.
- While Pell Grants have existed for many years, Workforce Pell expands eligibility to additional short-term, workforce-focused training programs.
- Roughly one-third of CareerSource SWFL's ETPL programs are expected to become Pell-eligible beginning July 1, 2026.

What Does “Pell Is First-Dollar Funding” Mean?

- *First-dollar funding* means Pell must be applied **before WIOA training funds** when a participant is eligible.
- Pell can pay tuition and required fees, reducing duplication of public funding.
- WIOA funds are then used **only for remaining eligible costs** or supportive services.

Why This Matters Now

- Issuing ITAs for training that will not be billed until a future program year can:
 - Tie up current-year WIOA funds
 - Create planning and cash-flow challenges
 - Increase risk to ITA expenditure compliance
- Workforce Pell changes how and when training costs are paid and requires updated policy alignment.



Committee Direction Requested

Purpose

To provide guidance on how CareerSource SWFL should coordinate Workforce Pell and ITA funding once Workforce Pell becomes effective.

Recommendation to the Board

- **Option A: Pell-First Tuition Model**
 - Pell pays tuition and required fees first.
 - WIOA ITA funds cover remaining classroom training costs as needed.
- **Option B: Flexible Pell Use Model**
 - Pell awards may be used for tuition or living expenses, when justified.
 - WIOA ITA funds cover remaining training-related costs.

Key Considerations

- Compliance with the 50% ITA requirement
 - Priority of Service and equity
 - Stewardship of limited WIOA funds
 - Timing of expenditures across program years
- 



Priority of Service & Poverty Level Considerations

Policy Alignment

- All training and funding decisions must remain aligned with Priority of Service requirements, particularly for:
 - Veterans and eligible spouses
 - Low-income individuals
 - Public assistance recipients

Poverty Level Thresholds

- Poverty level thresholds play a key role in **eligibility and prioritization** and must be applied consistently across all centers.
- CareerSource SWFL currently defines **self-sufficiency at 250% of the Federal Poverty Level**, based on prior ALICE research and regional cost-of-living data.

Discussion Context

- As training funding and service delivery models evolve, staff are reviewing whether current poverty level thresholds continue to best target individuals with the greatest need.
- 

Priority of Service & Poverty Level Considerations

2025 Poverty and Lower Living Standard Income Levels

FAMILY UNIT SIZE	100% POVERTY LEVEL Effective Date 1/15/2025 USE for WIOA YOUTH	70% LLSIL METRO	70% LLSIL NON-METRO	100% LLSIL METRO	100% LLSIL NON-METRO	200% POVERTY LEVEL Effective date 1/15/2025 USE for TANF	250% POVERTY LEVEL Effective date 1/15/2025 USE for WIOA AD/DW
	Effective Date 04/01/2025						
1	\$15,650	\$12,205	\$11,746	\$17,436	\$16,780	\$31,300	\$39,125
2	\$21,150	\$19,998	\$19,242	\$28,569	\$27,488	\$42,300	\$52,875
3	\$26,650	\$27,448	\$26,410	\$39,212	\$37,728	\$53,300	\$66,625
4	\$32,150	\$33,888	\$32,601	\$487,411	\$46,573	\$64,300	\$80,375
5	\$37,650	\$39,995	\$38,472	\$57,136	\$54,960	\$75,300	\$94,125
6	\$43,150	\$46,777	\$44,992	\$66,824	\$64,275	\$86,300	\$107,875
7	\$48,650	\$53,559	\$51,512	\$76,512	\$73,590	\$97,300	\$121,625
8	\$54,150	\$60,341	\$58,032	\$86,200	\$82,905	\$108,300	\$135,375
	For each additional person in a family above eight, add \$5,500 per person.	For each additional person in a family above eight, add \$6,782 per person in the Metro areas.	For each additional person in a family above eight, add \$6,520 per person in the Non-Metro areas.	For each additional person in a family above eight, add \$9,688 per person in the Metro areas.	For each additional person in a family above eight, add \$9,315+ per person in the Non-Metro areas.	For each additional person in a family above eight, add \$11,000 per person.	For each additional person in a family above eight, add \$13,750 per person.



Recommendation to the Board

- **Option A:**
 - No change to current poverty level eligibility criteria.
- **Option B:**
 - Adjust poverty level eligibility to **200% of the Federal Poverty Level**

Key Considerations

- Priority of Service compliance
 - Equity and access for individuals with the greatest need
 - Consistency across centers
 - Stewardship of limited workforce resources
- 



Upcoming Meetings

April 22, 2026 at 2pm

2026 Meeting Schedule



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Open Forum...



Adjourn...

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Department of Labor, Health and Human Services, and Agriculture as part of awards totaling \$15.3 million. All statements, press releases,
requests for proposals, bid solicitations, public statements, social media, toolkits, resource guides, website, and visual presentations are fully
funded with federal money.

